

# Policy Statement

## Anti-slavery and Human Trafficking



Ishango Ltd strictly prohibits the use of modern slavery and human trafficking within our company and our supply chain. We will continue to implement and improve our systems and controls to ensure that modern slavery is not taking place anywhere within our organisation or our supply chain.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Ishango Ltd expects that all those working for or on behalf of our organisation will support and uphold the following measures to safeguard against Modern Slavery and Human trafficking:

- The prevention, detection and reporting of Modern Slavery or Human Trafficking in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this Policy Statement.
- We will engage with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review.
- When engaging with customers, suppliers, or other stakeholders we may:
  - Seek evidence from employment and recruitment agencies and other third parties supplying workers that they comply with our Policy.
  - Undertake audits of our suppliers for their compliance with this Policy and associated arrangements.

In the event that Ishango Ltd identify any individuals or organisations have breached this policy statement we will take appropriate action. This will involve complying with our statutory notification responsibilities as well as taking immediate internal action such as dismissal or termination of agreements.

### Roles and Responsibilities

The responsibility for this Policy Statement and associated management arrangements is the direct responsibility of Ishango Directors. This policy applies to all persons working for Ishango or those working on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, contractors, and suppliers.

### Arrangements

This Policy will be brought to the attention of all employees, supply chain partners and all other persons working on behalf of the Company. It will also be freely available to the public via the company website.

Controls covering the prevention of Anti-Slavery and Human Trafficking are contained in the company Integrated Management System (iMS). This Policy Statement, and the associated arrangements, will be routinely evaluated as part of the company performance monitoring and auditing processes. This Policy will be reviewed at least annually or in the event of any significant changes in the business.

The Health & Safety Policy Statement will be reviewed at least annually or in the event of any significant

### Authorisation

Handwritten signature of Simon Bolderson in black ink.

**Simon Bolderson**  
Director

Handwritten signature of Jon Kirby in black ink.

**Jon Kirby**  
Director

Handwritten signature of Tom Buckley in black ink.

**Tom Buckley**  
Director

January 2023